REPORT ON
SALARIES OF NURSING DEANS

1979 - 1980

April 1980
Data Bank Project
American Association of Colleges of Nursing

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REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

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INTRODUCTION

Summary

This report on the salaries of 184 chief administrative officers in baccalaureate and higher degree programs in nursing follows the publication of Nursing Faculty Salaries in February 1980. Both of these reports represent a second annual review of academic salaries in nursing which the American Association of Colleges of Nursing initiated in 1978-79. The response rate on the deans' section of the salary survey was 85 percent compared to an 81 percent return in 1978-79. A listing of participating schools is presented on pages 4-5 followed by a map showing geographic regions on page 6. Schools applying for membership in AACN after October 1979 could not be included.

METHOD

Data Collection

An Institutional Data form (see page 7) provided a framework for classification and presentation of salary data for both faculty and deans. Thus it was possible to examine the following as probable determinants of a dean's salary: the support category of the parent institution, location in a university or other collegiate setting, autonomy, levels of educational programs offered and regional differences. In addition, a one-page questionnaire sought information as to terms of the dean's appointment and educational background. While seeking information similar to that collected in 1978-79, the design of this year's questionnaire provided for more specificity in responses. (See page 8)

Participating Schools

Although the number of institutions participating (206) happened to coincide with respondents to the faculty salary survey, the reader will detect some slight differences in the listing of schools in the two reports. For instance, several schools whose surveys were received too late for inclusion in the faculty salary survey had submitted the dean's section; these schools are included here although not on the previous faculty report. A small number of schools which participated in the faculty salary survey but did not submit a salary for the dean do not appear on the lists.

Acting or Interim Deans

The questionnaires from 22 schools indicated that the deanship was vacant at the time of data collection (November-December 1979.) Follow-up of these responses indicated that acting or interim deans were faculty members serving as temporary replacements; in this capacity their salaries had been included in the faculty category and do not appear in the analysis of deans' salaries in this report. However, the participation of schools with an acting/interim dean was acknowledged with an asterisk (*) in the listing on pages 4-5 as evidence of their cooperation in AACN's salary survey. As stated previously, this report is based upon the salaries of 184 chief administrative officers in baccalaureate and graduate programs in nursing.

Definitions

Title

In this report the term dean is used in a generic sense with reference to the chief administrative officer in a school or college of nursing regardless of local title. Table 10 will provide the variety of actual titles among the respondents and possible relationships to salary.

Autonomy

An autonomous school is a nursing program within a college or university structure which generally is titled "College of Nursing" or "School of Nursing." A non-autonomous school is a nursing program within a college or university structure which is a department of another unit of that institution, e.g., a division of health sciences. However, all autonomy is relative since linkages between educational units must exist in higher education. There are many different organizational patterns, some historical and others the result of recent change. Thus, autonomous/non-autonomous should not be regarded as superior-inferior.

Academic Medical/Health Science Center

A nursing program in an Academic Medical/Health Science Center is one which is situated on a campus where there is a medical school and a university hospital. Generally there also are other health professional schools or programs. Each health school usually maintains separate identity and autonomy.

Salary Basis

Salaries of deans were collected on either a calendar year or an academic year basis but, since the majority were in the former category, all salaries were converted to a calendar year basis for analysis and presentation. This conversion was done by multiplying academic year salaries by eleven-ninths to obtain equivalent calendar year salaries.

All tables in this report display salaries on a calendar year basis (only). For a dean whose own salary is on an academic year basis, it would be expedient to multiply that salary by eleven-ninths before comparing with the tables which follow.

Computer Processing

All data from the deans' salary questionnaire were key-punched and entered into a computer system for processing, identifying each institution by an AACN code number. The file was then linked with institutional data in the AACN Data Bank to produce a master record for each school which contained data for both the institution and the dean. These data were sorted and tabulated in various ways to obtain the tables presented in the pages which follow.

Percentile Analysis

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10%, 25%, 50%, 75%, and 90% of the salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile salary should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

Report on Salaries of Nursing Deans

The American Association of Colleges of Nursing

Schools Participating in the Deans' Salary Survey
by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg State College (Pa.)
* City College of New York (N.Y.)
Herbert H. Lehman College (N.Y.)
Hunter College-Bellevue (N.Y.)
Indiana Univ. of Pennsylvania
Medgar Evers College (N.Y.)
Northeastern Univ. (Mass.)
Pennsylvania State Univ. (Pa.)
Rutgers-The State Univ. (N.J.)
SUNY/Binghamton (N.Y.)
* SUNY/Buffalo
* SUNY/Downstate
SUNY/Stony Brook
Temple University (Pa.)
Univ. of Connecticut
Univ. of Lowell (Mass.)
* Univ. of Massachusetts
Univ. of New Hampshire
Univ. of Vermont
Univ. of D. C.
Western Conn. State College
Worcester State College (Mass.)

Private (Religious)

Boston College
Carlow College (Pa.)
* Duquesne Univ. (Pa.)
Felician College (N.J.)
* Georgetown Univ. (D.C.)
* Molloy College (N.Y.)
Our Lady of Angels College (Pa.)
St. Anselm's College (N.H.)
Catholic Univ. of America (D.C.)
Villanova Univ. (Pa.)

Private (Secular)

Adelphi Univ. (N.Y.)
Alfred Univ. (N.Y.)
Boston Univ. (Mass.)
College of Mount St. Vincent (N.Y.)
College of New Rochelle (N.Y.)
Columbia University (N.Y.)
Teachers College, Columbia Univ. (N.Y.)
Hartwick College (N.Y.)
Howard Univ. (D.C.)
Mercy College (N.Y.)
New York Univ. (N.Y.)
Russell Sage College (N.Y.)
Simmons College (Mass.)
Skidmore College (N.Y.)
Syracuse Univ. (N.Y.)
* Thomas Jefferson Univ. (Pa.)
Univ. of Pennsylvania
Univ. of Pittsburgh
Villa Maria College (Pa.)
Wagner College (N.Y.)
Widener College (Pa.)
Wilkes College (Pa.)
Yale Univ. (Conn.)

MIDWESTERN STATES

Public

Ball State Univ. (Ind.)
* Chicago State Univ. (Ill.)
Fort Hays State Univ. (Kan.)
Governors State Univ. (Ill.)
Indiana State Univ. (Ind.)
Indiana Univ. (Ind.)
Kent State Univ. (Ohio)
Med. College of Ohio(Ohio)
Michigan State Univ. (Mich.)
Northern Michigan Univ. (Mich.)
Oakland Univ. (Mich.)
Ohio State Univ. (Ohio)
Purdue Univ. (Ind.)
South Dakota State Univ.(S.D.)
Southern Illinois Univ. (Ill.)
Univ. of Akron (Ohio)
Univ. of Cincinnati (Ohio)
Univ. of Illinois (Ill.)
* Univ. of Iowa (Iowa)
Univ. of Kansas
Univ. of Michigan
* Univ. of Minnesota
Univ. of Missouri
University of Nebraska
University of Wisconsin/Eau Claire
University of Wisconsin/Madison
University of Wisconsin/Milwaukee
* University of Wisconsin/Oshkosh
Washburn Univ. of Topeka (Kan.)
Wayne State Univ. (Mich.)
Wright State Univ. (Ohio)
Northern Illinois University

Private (Religious)

Avila College (Mo.)
Capital Univ. (Ohio)
* College of Mount St. Joseph(Ohio)
College of St. Scholastica (Minn.)
* Creighton Univ. (Neb.)
DePaul Univ. (Ill.)
DePauw Univ. (Ind.)
Goshen College (Ind.)
Grand View College (Iowa)
Lewis Univ. (Ill.)
Loyola Univ. (Ill.)
Madonna College (Mich.)
Marquette Univ. (Wisc.)
Marymount College (Kan.)
Millikin Univ. (Ill.)
Nazareth College (Mich.)
North Park College (Ill.)
Saint Olaf College (Minn.)
St. Louis Univ. (Mo.)
St. Mary of the Plains College (Kan.)
St. Xavier College (Ill.)
The College of St. Catherine (Minn.)
Univ. of Evansville (Ind.)
Ursuline College (Ohio)
Valparaiso Univ. (Ind.)

Private (Secular)

Bradley University (Ill.)
Case Western Reserve Univ. (Ohio)
* Elmhurst College (Ill.)
Illinois Wesleyan Univ. (Ill.)
Maryville College (Mo.)
Northwestern Univ. (Ill.)
Rush Univ. (Ill.)

* Acting/interim dean

SOUTHERN STATES

Public

Angelo State Univ. (Texas)
Delta State Univ. (Miss.)
East Carolina Univ. (N.C.)
Florida State Univ.
George Mason Univ. (Va.)
Georgia State Univ.
James Madison Univ. (Va.)
Louisiana State Univ.
Marshall Univ. (W. Va.)
* Medical College of Georgia
Med. College of S.C.
Mississippi Univ. for Women
North Carolina A&T Univ.
Northeast Louisiana Univ.
Northwestern State Univ. (La.)
Radford College (Va.)
Texas Woman's Univ.
Towson State Univ. (Md.)
Troy State Univ. (Ala.)
Univ. of Arkansas
Univ. of Ala.-Birmingham
Univ. of Ala.-Huntsville
Univ. of Ala.-Tuscaloosa
Univ. of Ark.-Pine Bluff
* Univ. of Central Arkansas
* Univ. of Florida
Univ. of Kentucky
Univ. of Maryland
Univ. of Mississippi
Univ. of North Carolina-Chapel Hill
Univ. of North Carolina-Charlotte
Univ. of North Carolina-Greensboro
Univ. of Oklahoma
Univ. of Puerto Rico
Univ. of South Carolina-Columbia
* Univ. of South Carolina-Spartanburg
Univ. of Southern Miss.-Hattiesburg
East Tennessee State Univ.
Univ. of Tennessee-Knoxville
Univ. of Tennessee-Memphis
Univ. of Texas-Arlington
Univ. of Texas-Austin
Univ. of Texas-Galveston
Univ. of Texas-El Paso
Univ. of Texas-Houston
Univ. of Texas-San Antonio
Univ. of Virginia
Valdosta State College (Ga.)
Virginia Commonwealth Univ. (Va.)
West Texas State Univ.
West Virginia Univ.
Winston Salem State Univ. (N.C.)

Private (Religious)

Baylor Univ. (Texas)
Eastern Mennonite College (Va.)
Emory Univ. (Ga.)
Incarnate Word College (Texas)
* Mississippi College (Miss.)
Oral Roberts Univ. (Okla.)
Samford Univ. (Ala.)
Texas Christian Univ. (Texas)
William Carey College (Ala.)

Private (Secular)

Duke Univ. (N.C.)
Hampton Institute (Va.)
The Univ. of Tulsa (Okla.)
* University of Miami (Fla.)
Vanderbilt Univ. (Tenn.)

WESTERN STATES

Public

Arizona State Univ.
California State Univ.-Long Beach
* California State Univ.-Sacramento
Intercollegiate Center (Wash.)
Montana State Univ.
San Diego State Univ. (Cal.)
San Jose State Univ. (Cal.)
Univ. of New Mexico
Univ. of Arizona
Univ. of California-San Francisco
Univ. of Colorado
Univ. of Northern Colorado
Univ. of Utah
Univ. of Washington
Univ. of Wyoming

Private (Religious)

Loma Linda Univ. (Cal.)
Seattle Univ. (Wash.)
Univ. of San Diego (Cal.)
Univ. of San Francisco (Cal.)

Private (Secular)

Loretto Heights College (Colo)

North
Atlantic
States
Midwestern States
Western States
Southern States

1979-80 AACN SURVEY

Name of School _____

Address of School _____

INSTITUTIONAL DATA

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic medical/health science center:* yes _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. Administratively, your nursing program is: (please check one)
   An autonomous school or college (within the institutional structure _____
   A department within another unit of the institution _____
5. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____
   NOTE: If your school has a "mixed" system (some faculty on an academic year basis, and some on a calendar year basis), please consult instructions on the other side.
6. Number of faculty:* Full-time [| |] Part-time [| |]
7. Academic programs offered:
   baccalaureate _____
   masters _____
   doctoral _____
8. Enrollment and graduation data:**
   (Please leave no blanks. Fill in blocks not applicable with zeroes.)

		Full-time Students (Fall 1979)			Part-time Students (Fall 1979)			Graduations Last year (1978-79)		
Baccalaureate:	Generic									
	R.N.									
Graduate:	Masters									
	Doctoral									

**For baccalaureate programs, count only those students admitted to the Nursing major. Use your own institution's definition of full-time for both baccalaureate and graduate students. In completing this section, you may wish to refer to the figures you submitted on NLN's Statistical Report for Baccalaureate and masters programs in the Fall of 1979.

* See instructions on the other side.

Signature of Dean or Director _____

DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   Dean___ Director___ Chair___ Acting Dean___ Other___(specify)

   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof.___ Assoc. Prof.___ Asst. Prof.___ No Rank___

3. TENURE: (academic) yes___ no___

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)
   No fixed term___ 2 yr___ 3 yr___ 4 yr___ 5 yr___ 6 or more yr___

5. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes___ no___

6. SALARY: ☐☐☐☐☐ (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

7. SALARY BASIS: (check one) Academic year___ Calendar year___

8. BASIS FOR REMUNERATION: Does the total salary include a formalized administrative supplement over and above the academic salary for which you would otherwise qualify? yes___ no___ If yes, please give both components. Salary for academic rank ☐☐☐☐☐
   Salary for administrative position ☐☐☐☐☐
   The two components should total the figure supplied in 6.

9. TIME IN DEANSHIP: Present school ☐☐ years. Other schools(s) ☐☐ years

10. HIGHEST DEGREE (check only the highest earned degree)

    Doctorate

    D.N.S. or D.N.Sc.___ Ed.D.___ Ph.D.___ (specify field)_____
    D.P.H. or DR.P.H.___ other___ (specify field)_____

    Masters

    Nursing___ other___ (specify field)_____

NOTE: See reverse side if you wish to supply information on salaries of administrative faculty other than the Dean/Director.

RESULTS AND DISCUSSION

Table 1

Salaries of All Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 1 presents salary data for the deans of nursing in the 184 institutions participating in the 1979-80 salary survey. Comparison with salaries from the 171 institutions that participated in the 1978-79 survey shows that the median salary increased by 7.6 percent.

Table 2

Annual Salary Increase for Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1979-80	135	26,877	32,000	40,000	45,000	52,000
1978-79	135	25,000	29,000	36,400	42,000	47,350

Table 2 limits comparison of deans' salaries to data from the schools which participated in both 1978-79 and 1979-80. The median salary for this group of deans showed an increase of 9.9 percent. Examination of the difference in the median salary increase between Table 1 and Table 2 indicates that new deans could have affected Table 1 adversely. On the other hand, one would expect that salaries of deans who continued in office would show greater increase than the total population of deans for a given year.

The remainder of the tables in this report will be based only on data supplied by the 184 schools that participated in the 1979-80 survey. The reader is reminded that the respondents in 1978-79 and 1979-80 do not constitute homogenous groups. Therefore, further comparison on a year-to-year basis would not be strictly valid.

It also seems important to point out that many of the factors presented in the tables which follow that relate to salary are in fact related to each other as well. For example, deans of schools of nursing with doctoral programs are more likely to have doctorates themselves, and these programs generally are located in universities and academic medical/health science centers. Thus, the reader should be cautioned that statements such as, "Deans with doctoral programs receive higher salaries," and "Deans in academic medical centers receive higher salaries" are not independent statements.

Data presented in this 1979-80 Report on Salaries of Nursing Deans show that the very great diversity in the characteristics of nursing programs and deans is reflected in a corresponding diversity in level of compensation. This report should be useful to each dean in evaluating the status of her or his salary in comparison with (1) salaries of other administrative personnel in the local institution and (2) salaries of nurse colleagues in comparable settings in other colleges and universities.

Table 3

Salaries of Nursing Deans by Regions

Region	N	10th	25th	50th	75th	90th
Northeast	47	25,400	30,700	39,000	44,000	52,800
Midwest	57	25,700	29,800	35,500	44,000	49,400
South	61	28,400	32,800	39,200	44,400	48,000
West	19	22,200	36,000	44,000	50,300	55,700

Data for the four AACN regions are shown in Table 3. As was the case in the 1978-79 report, the western region assumes leadership with the 25th percentile and above although differences are not as marked as in the previous year. However, the characteristics of schools in the western region are unique as compared with the other three regional areas: they are largely in public universities, a high percentage are on academic medical/health science center campuses and five of the nineteen have doctoral programs. The relationship of these characteristics to salary level is borne out elsewhere in this report.

Table 4

Salaries of Nursing Deans by Institutional Control

Control	N	10th	25th	50th	75th	90th
Public	109	30,700	36,000	40,800	45,000	50,700
Secular Private	33	24,500	30,300	39,000	46,200	55,000
Religious Private	42	22,300	25,600	31,600	35,300	44,100

Table 4 shows salaries of deans according to classification of the parent institution: public, secular private and religious private. Some interesting internal contrasts are apparent. At the median and lower levels, salaries are highest in public institutions, lower in secular private schools and lowest in religious private schools. However, at the 75th and 90th percentiles, secular private institution salaries are ahead of the others.

Table 5

Salaries of Nursing Deans in Universities and Four-Year Colleges

Parent Institution	N	10th	25th	50th	75th	90th
University	143	30,000	35,000	40,100	45,000	52,000
Four-year College	39	20,300	24,100	29,500	32,400	39,200
Other	2	-	-	-	-	-

Data in Table 5 show that deans in schools of nursing which are situated on a university campus earn substantially higher salaries than deans of nursing in four-year colleges. A similar observation was made in the case of nursing faculty in AACN's 1979-80 report. However, the differences in Table 5, amounting to approximately $10,000 in each category of dean's salaries, are large indeed.

Table 6

Salaries of Nursing Deans in Academic Medical/Health Science Centers

Parent Institution	N	10th	25th	50th	75th	90th
Academic Health Centers	58	36,200	40,700	44,100	48,300	54,800
Other Universities and Colleges	126	25,200	30,000	34,900	40,900	46,400

Table 6 illustrates that deans of nursing schools situated on academic medical/health science center campuses receive substantially higher salaries than deans of other university schools. Several factors seem related to this difference: size of the center, its commitment to research, comparison/competition with deans in other health schools.

Table 7

Salaries of Nursing Deans in Autonomous and Non-Autonomous Settings

Category	N	10th	25th	50th	75th	90th
Autonomous School	124	30,000	35,000	42,000	46,100	52,100
Department in Another School	60	22,600	28,000	32,000	38,300	43,800

The term autonomy as used in this report generally identifies programs with the title School or College of Nursing. Non-autonomous programs are those which are organized as a department of another unit of the institution.

Table 7 illustrates rather large differences in salary particularly at the higher percentiles. Several factors would seem to be related. The majority of university schools and those on academic medical/health science centers tend to be autonomous. Conversely, many of the nursing programs in four-year colleges would be in the non-autonomous category from a structural point of view.

Table 8

Salaries of Nursing Deans by Programs Offered in the School

Programs	N	10th	25th	50th	75th	90th
Baccalaureate only	84	24,500	28,600	32,100	37,100	40,100
Master's	1	-	-	-	-	-
Baccalaureate, Master's	78	30,700	36,900	43,200	45,000	50,300
Master's, Doctoral	1	-	-	-	-	-
Baccalaureate, Master's, Doctoral	20	40,200	44,200	49,400	54,600	60,600

It is apparent from the data in Table 8 that the salaries of deans vary greatly with increased responsibility in the way of additional enrollment as well as size and type of faculty. However, the very large number of schools offering baccalaureate study only, also have diverse characteristics depending upon location, source of support, enrollment of R.N. students and the length of their existence. Schools offering both baccalaureate and master's study would be expected to recruit and maintain a higher ratio of doctorally prepared faculty and so on. Factors such as educational preparation and experience of the deans in the three types of schools, although not correlated with salary level in this report, could add interesting information. Salaries of deans in the two schools comprising a single category are, of course, not shown.

Table 9

Salaries of Nursing Deans by Highest Degree

Highest Degree	N	10th	25th	50th	75th	90th
D.N.S. or D.N.Sc.	7	-	25,000	35,000	37,900	-
Ed.D.	76	26,700	33,700	39,500	44,500	48,900
Ph.D.	74	27,200	32,000	38,300	45,700	52,400
D.P.H. or Dr.P.H.	6	-	40,800	43,500	46,300	-
Other Doctorate	1	-	-	-	-	-
Nursing Master's	16	25,700	27,000	29,600	34,200	41,200
Other Master's	4	-	28,000	32,100	48,000	-

A total of 164 respondents (89 percent) in the 1979-80 survey held an earned doctoral degree. This figure compares favorably with 83 percent in 1978-79. The number of deans with a doctorate in nursing (D.N.S. or D.N.Sc.) increased by only one from 1978-79; however, comparison with faculty holding a doctorate in nursing undoubtedly would show a larger increase year by year. It is likely that nurse doctorates comprise a younger group whose numbers eventually will be reflected in deanships.

The preponderance of nursing deans holding the Ed.D. or Ph.D. degree as well as their salary levels would seem to relate to the length of their experience in academic administration. Salaries of deans with a master's as highest educational preparation generally were in lower salary ranges. The negative differential between a nursing or non-nursing master's degree was puzzling. As would be expected, a number of deans in the master's category indicated that doctoral study was near completion.

Table 10

Salaries of Nursing Deans by Title

Title	N	10th	25th	50th	75th	90th
Dean	116	31,900	36,600	42,400	46,900	52,400
Director	25	22,300	27,400	31,200	37,800	44,700
Chair	36	22,600	26,900	31,900	36,300	40,600
Other	7	-	27,200	29,500	37,100	-

Although this information probably is not as significant as other findings, it has been included as a matter of interest. Also, it seems likely that the title held by the chief administrator in a nursing program is consistent with whatever pattern of titles prevails in the parent institution. There were 116 respondents with the title dean, 36 respondents with the title of chair or equivalent, and 32 with titles of director, head or other. As shown in Table 10, those with the title of dean received the highest salaries.

Table 11

Salaries of Nursing Deans by Rank

Academic Rank	N	10th	25th	50th	75th	90th
Professor	150	29,900	35,000	40,500	45,000	52,000
Associate Professor	31	22,700	25,200	28,000	31,700	36,200
Assistant Professor	2	-	-	-	-	-
No Academic Rank	1	-	-	-	-	-

Eighty-one percent of the deans in the 1979-80 survey held the academic rank of professor; in 1978-79 the percentage was 78. Again, it is pointed out that levels of academic rank may differ considerably by educational institution.

Table 12

Salaries of Nursing Deans and Tenure

Tenure Status	N	10th	25th	50th	75th	90th
With Academic Tenure	133	28,000	34,900	41,500	45,100	52,200
Without Academic Tenure	50	24,200	29,100	32,000	36,000	41,800

Table 12 indicates that 133 or 72 percent of the deans in the 1979-80 survey held academic tenure. However, this should not be looked upon as a conclusive figure since a number of institutions in the study do not operate a tenure system.

Table 13

Length of Administrative Term of Nursing Deans

Length of Term	N
1 year or no fixed term	137
2 years	5
3 years	21
4 years	5
5 years	12
6 years	1
No response	3

Table 13 indicates that approximately three-fourths of the deans in the 1979-80 survey either are appointed from year to year or have no fixed term. It is interesting that the situation has changed very little from last year when 80 percent were in the above category. The wording of the question was in terms of college or university policy rather than nursing per se.

Table 14

Number of Deans Elected by Nursing Faculty

Region	N
North Atlantic	13
Midwest	8
South	2
West	3
	26

The above table shows that 14 percent of the deans responding indicated that it was the policy of their institution for the dean to be elected by the faculty. Review of the colleges and universities involved included all types: public and private, large and small institutions.

FIGURE 1: LENGTH OF TIME IN CURRENT POSITION

Figure 1 illustrates the length of time in which the nursing deans in this survey have been in their present positions. It is significant that nearly one-half of the group (45 percent) have served for three years or less. As was the case in 1978-79, four years is the median period of time served. (See page 16)

FIGURE 2: EXPERIENCE AS DEAN IN OTHER SCHOOLS

Figure 2 shows that 49 (27 percent) of the deans in this survey had had previous experience as a dean in other schools - one had a total of 18 years. In contrast, for 135 of the respondents, the current position was the first experience as a dean. (See page 17)

Figures 1 and 2 support the need for strong programs of orientation and continuing education for deans of schools of nursing. Fortunately, as of late 1979 AACN was able to launch a federally supported project entitled Continuing Education for Nurse Academic Administrators.

An initial thrust, beginning in the spring of 1980, is providing workshops geared to the recruitment of deans as well as offering a variety of support measures for incumbents.

FIGURE 1: LENGTH of TIME in CURRENT POSITION

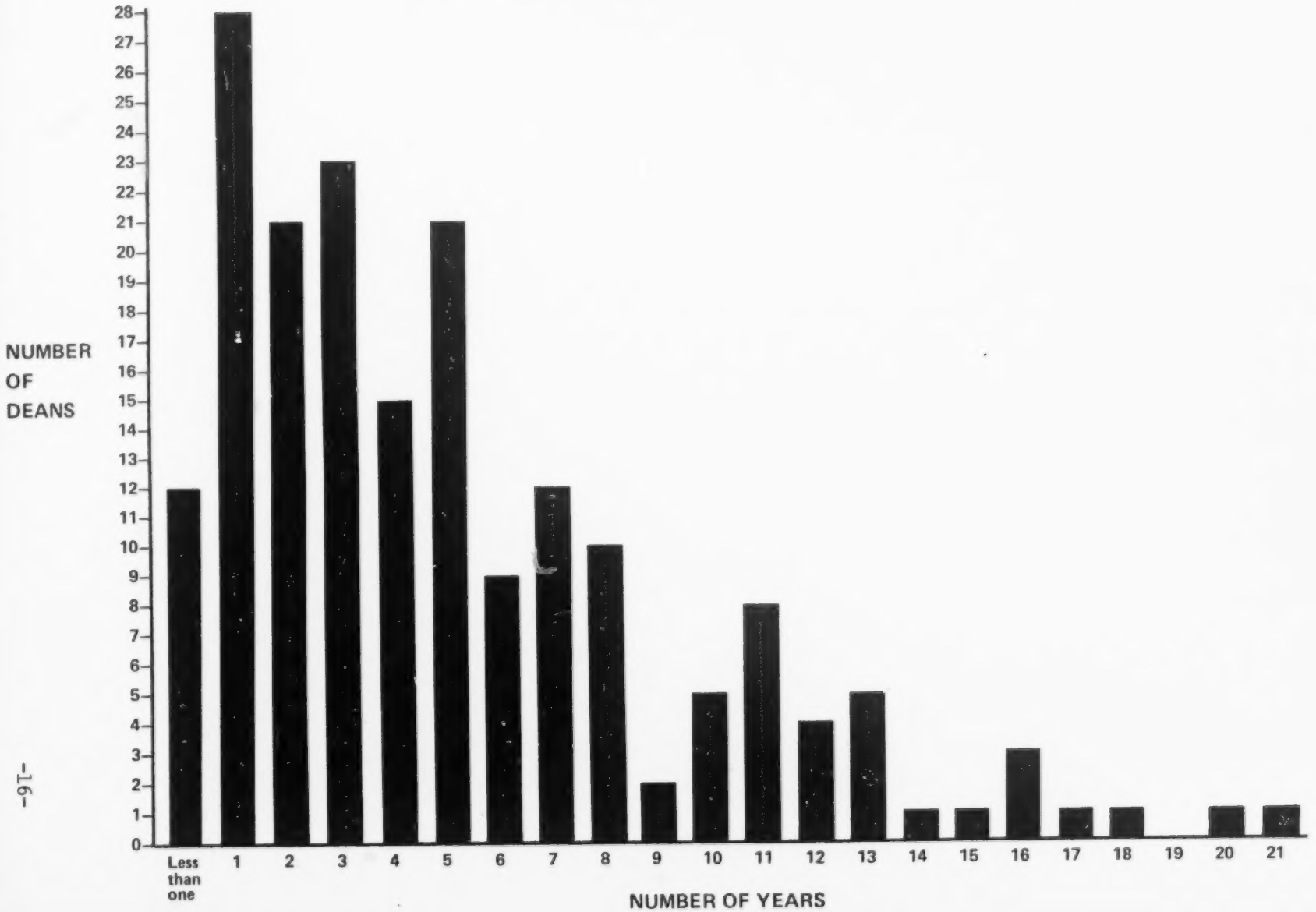

FIGURE 2: EXPERIENCE as DEAN in OTHER SCHOOLS